

Career Clinic – Routes to HCPC Registration

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Housekeeping

- Safe- space
- Sessions are for information only
- Not recorded, slides will be made available
- Interactive, open session - Camera's on welcome and please unmute to ask/ answer questions.

Plan for the session

- Overview of routes to HCPC registration
- Details on resources available across the network
- Opportunity to ask questions to the panel about registration and careers.
- Networking – meet and talk to your colleagues across the network.

Glossary

HCPC - Health and Care Professions Council

IBMS – Institute of Biomedical Science

SOP – Standard of Proficiency

NSHCS – National School of Healthcare Science

STP – Scientist Training Programme

HSST – Higher Specialist Scientist Training

HEI – Higher Education Institute.

HCPC registered Scientists in Pathology

Biomedical Scientist

- *conduct laboratory and scientific tests to support the diagnosis and treatment of disease.*
- *You'll be critical to the running of healthcare science laboratories, A&E, operating theatres, many other hospital departments and NHS Blood and Transplant services.*

Clinical Scientist

- *healthcare and medical experts who support clinical staff in their work with patients.*
- *Their work is very wide ranging and can include laboratory work and testing, basic and applied research, management and teaching.*

Biomedical Scientist - Pre-registrant scientist

- A pre-registrant scientist could be an individual that has the **education, training and/or experience** required work as a Biomedical Scientist, but do not meet the specific requirements to gain HCPC registration and practice as a Biomedical Scientist (protected title).
- In order to gain HCPC registration, you must be able to **demonstrate** the appropriate **standard of knowledge and skills**.
- This is achieved through **accredited qualifications and professional experience** working in a laboratory.

Health and Care Professions Council

- Protect the public by regulating 15 health and care professions in the UK including biomedical scientists;
 - set standards for professionals' education and training and practice;
 - approve programmes which professionals must complete to register with us;
 - keep a register of professionals, known as 'registrants', who meet our standards; and take action if professionals on our Register do not meet our standards.
- HCPC standards cover areas including:
 - training
 - conduct
 - performance
 - ethics and
 - continuing professional development (CPD)
- Registration with HCPC as a biomedical scientist is not discipline-specific and requires a threshold level of knowledge that is generic across all of the key pathology disciplines. Knowledge of only one discipline is insufficient.

Institute of Biomedical Science

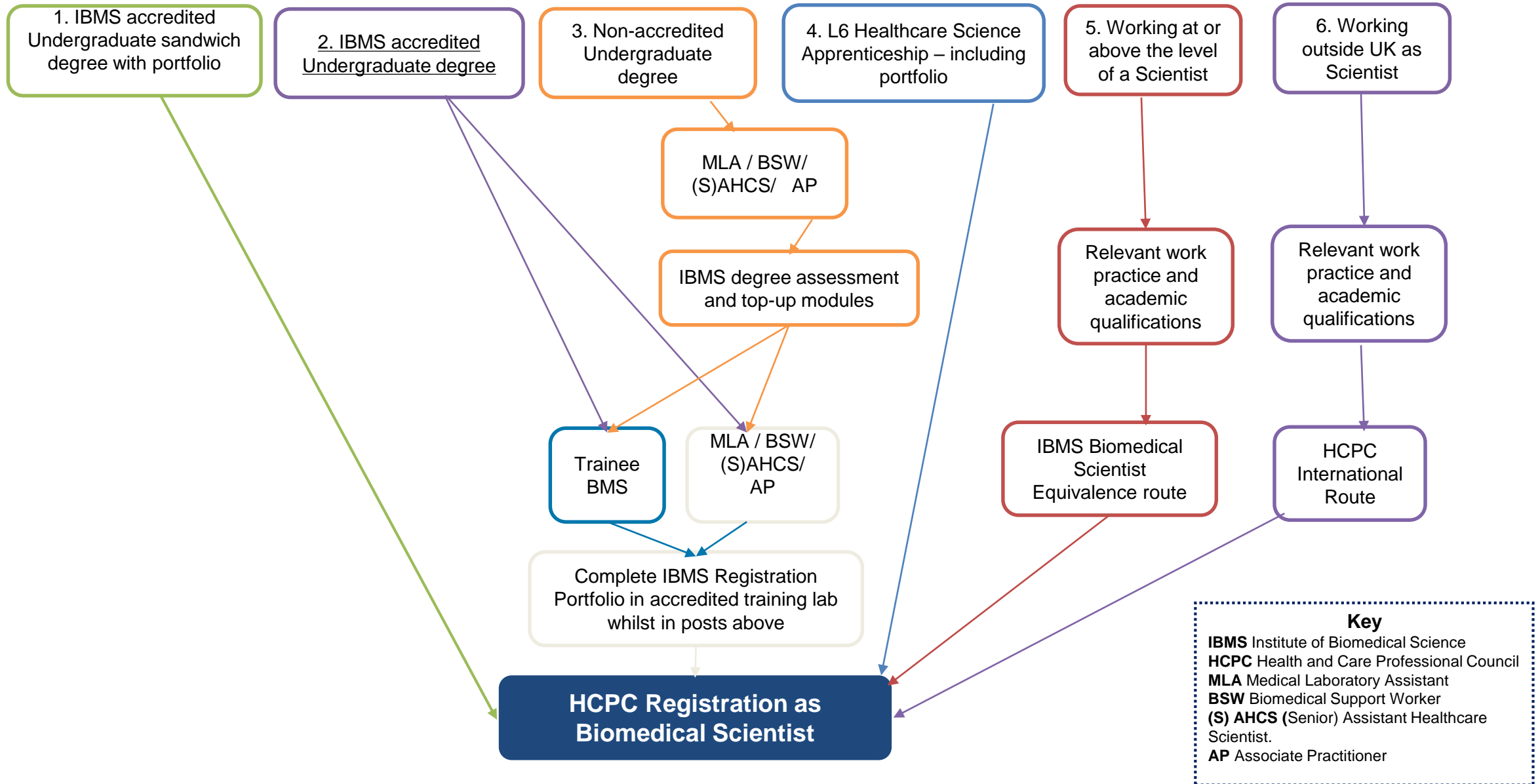
- Professional body for scientists, support staff and students in the field of biomedical science
- Accredits degree programmes and awards the Certificate of Competence to support HCPC registration.
- Accredited degree; ensure the academic components of the SOP are at the required level along with wide-ranging, research informed scientific education and develop practical skills and experience that employers value.
- provide opportunities for professional recognition with access to HCPC registration and the Science Council's registers

Routes to becoming a Biomedical Scientist

- Pathways to become a Biomedical Scientist can broadly be split into two routes (but not limited to):
 - a. Academic route – through completion of an IBMS accredited Biomedical Science degree or a degree in a relevant subject.
 - b. Apprenticeships – a mix of classroom teaching with ‘hands on’ laboratory training, can include T levels.
- Both pathways will lead to applying for HCPC registration as a Biomedical Scientist.
- The next few slides will highlight the common routes taken by individuals wanting to register and practice as a Biomedical Scientist in Pathology.

**Accredited/ assessed degree (+top-ups) + Certificate of Competence
and/or experience = Registered Biomedical Scientist**

Biomedical Science – Routes to HCPC Registration (1)



Biomedical Scientists - Routes to HCPC Registration (2)

Education and Training to become a Biomedical Scientist HCPC Statutory Regulation.

1. The Practitioner Training Programme (PTP) offered by the National School of Healthcare Science

- Successful completion of a three-year BSc (Hons) Healthcare Science degree at an accredited university training scheme that includes work-based (placement, sandwich-year and academic learning. Completion of IBMS Registration Portfolio (approved Laboratory) and awarding of the Certificate of Competence.

2. IBMS Accredited undergraduate degree plus Certificate of Competence (sandwich/ placement year/ post graduation).

- Successful completion of an accredited Biomedical Science degree course that covers the academic components of the standards of proficiency at the required level to meet the HCPC SoP.
- Undertaken a wide-ranging, research informed, scientific education and develop practical skills and experience that employers value.

3. Non- accredited undergraduate degree

- Successful completion of a non-accredited BSc (Hons) Healthcare Science degree. Degree needs to be assessed against five key components across HCS (covered in accredited programmes).
- IBMS can assess non-accredited and relevant qualifications against the HCPC standards and will advise if supplementary education or 'top-up' modules are required in order to meet the educational standard of proficiency.
 - Successful equivalence and completion of IBMS Registration Portfolio.
 - 'Top-ups' required – additional HCS modules to be completed and/or completion of IBMS Registration Portfolio required.

Biomedical Scientists - Routes to HCPC Registration (3)

Education and Training to become a Biomedical Scientist HCPC Statutory Regulation.

4. Level 6 Healthcare Science Practitioner Degree Apprenticeship

- 4- year programme, providing academic learning alongside practical on the job training; upon completion students will obtain a BSc (Hons) Healthcare Science degree and a completed IBMS Registration portfolio allowing HCPC registration as a Biomedical Scientist.

5. IBMS Certificate of Competence Equivalence

For those with relevant professional experience at a level or beyond the level for HCPC registration as a Biomedical Scientist

- be able to demonstrate they have met HCPC SoP in a manner equivalent to existing programmes accredited by the IBMS and approved by the HCPC
- involves the assessment of experiential learning, acquired from the combination of relevant academic qualifications and professional practice.
- a portfolio of evidence that must be collated, this is less structured than other routes and is subject to wider interpretation.

6. Working outside the UK as a Scientist – HCPC International route

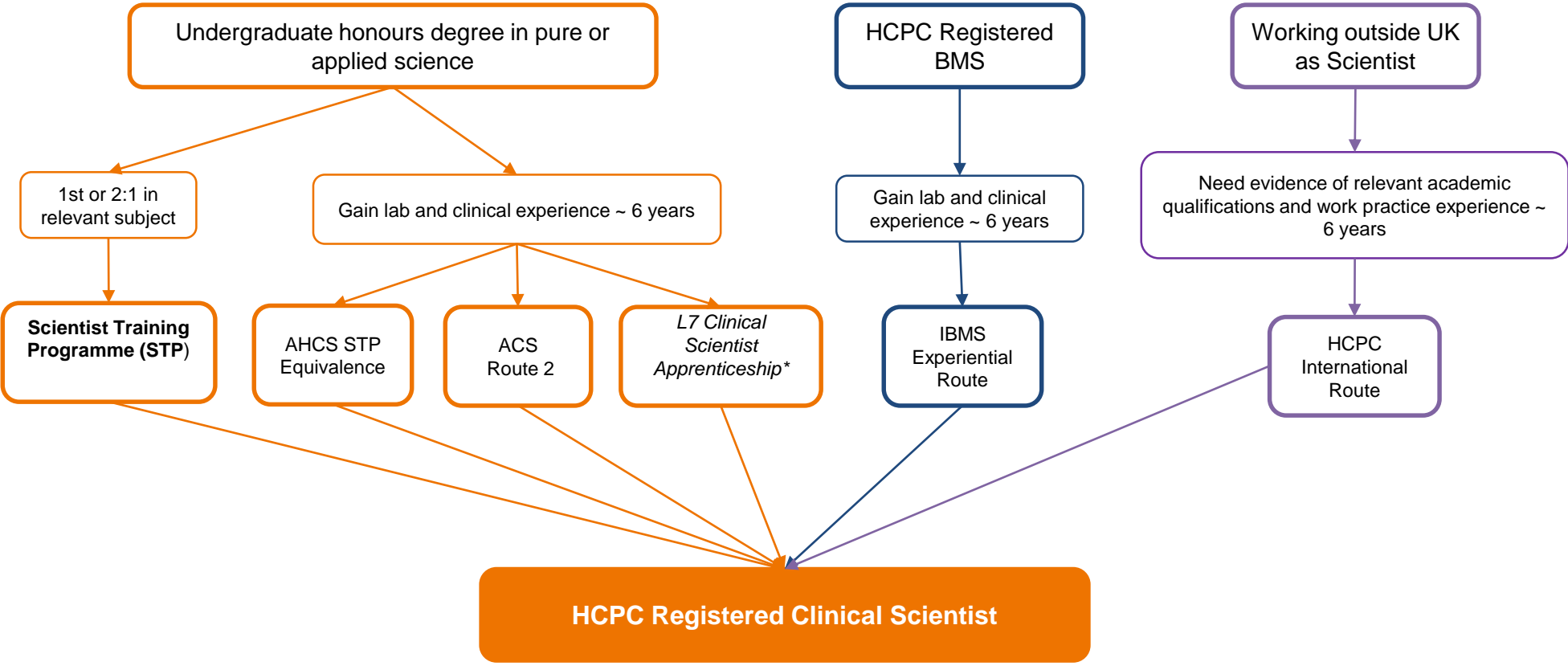
Those gaining qualifications/ experience overseas also must apply for equivalence assessment.

- Completed professional training, qualification and practiced outside the UK, and have not been registered with the HCPC before.

IBMS Registration portfolio

- Must be undertaken in an IBMS approved laboratory.
- Can be undertaken by HCS support staff.
- Trainee is assigned a Supervisor.
- Average time for completion: 12-24 months.
- Following successful verification of the portfolio, awarded the Certificate of Competence and are eligible (along with an accredited Biomedical Science degree) to apply for HCPC registration as a Biomedical Scientist.

Clinical Sciences – Routes to Registration



*Details to be confirmed once final approval given, expected late 2023

Clinical Scientists – Routes to HCPC Registration (2)

Part of 'Modernising Scientific Careers' and run by the National School of Healthcare Science (NSHCS) and NHS.

1. The Scientific Training Programme (STP)- post graduate, pre-registration training

- Consists of a three- year programme of work-based and academic learning.
- Trainees are employed for the duration of the programme, where work practice training will be provided by the employer and based on the NSHCS curriculum
- The academic aspect is covered by an MSc. in the chosen specialism, from an accredited HEI.

2. Clinical Scientist Apprenticeships (Level 7) – details to be finalised.

- Consists of a three-year apprenticeship programme
- Level 7 master's degree and completion of Certificate of Achievement.
- Funding available.

3. Equivalence – IBMS Experiential Route, Academy of Healthcare Science (AHCS) STP Equivalence, Association of Clinical Scientist (ACS) Route 2

- Future Career Clinic



Non- HCPC register

- Academy of Healthcare Science – [Healthcare Science Practitioner](#)
- The Science Council – [Registered Scientist](#)



Registration Training Portfolio Academy

Caroline Fowles

Pathology Network Education and Training Coordinator

The Registration Training Portfolio (RTP)

Background to the RTP

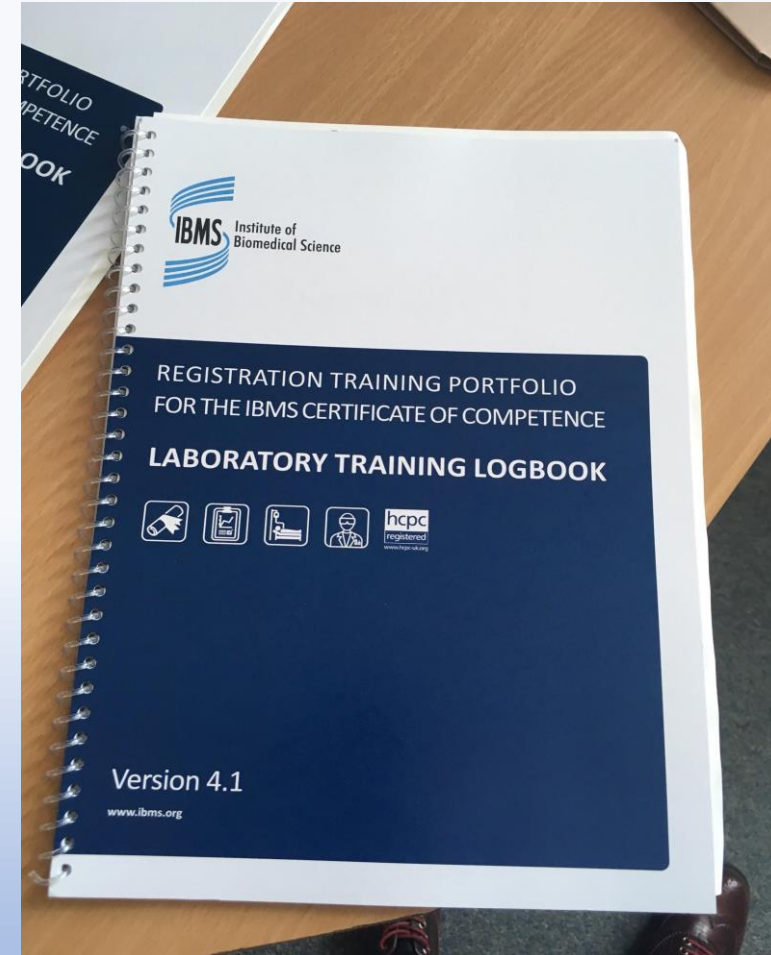
The RTP is divided into:

- ❖ 2 Sections: **Professional Conduct and Professional Practice**
- ❖ Each Section has 5 Modules
- ❖ 3 separate pieces of evidence are required for each module
- ❖ **Therefore a total of 30 pieces of evidence are required for the entire portfolio**

(2 sections x 5 modules x 3 evidences= 30)

Aims of the RTP Academy

- ❖ Provide background information on each module and links to additional relevant websites/ resources
- ❖ The Academy should provide you with all of the **knowledge** you need to pass your Registration Portfolio
- ❖ It is fully accessible, day or night, over and over again and is designed for **self-directed learning**
- ❖ Consists of E-learning modules, online assessments with a certificate generated on completion



The RTP Academy consists of 12 E-learning courses:

- ❖ Introduction to the IBMS Registration Training Portfolio

Section 1: Professional Conduct

- ❖ Course 1: Module 1: *Personal Responsibility and Development*
- ❖ Course 2: Module 2: *Equality and Diversity*
- ❖ Course 3: Module 3: *Communication*
- ❖ Course 4: Module 4: *Patient Records and Data Handling*
- ❖ Course 5: Module 5: *Professional Relationships*

Section Two: Professional Practice

- ❖ Course 6: Module 1: *Professional Knowledge*
- ❖ Course 7: Module 2: *Health and Safety*
- ❖ Course 8: Module 3: *Quality*
- ❖ Course 9: Module 4: *Performing Standard Investigations*
- ❖ Course 10: Module 5: *Research and Development*

- ❖ Preparing for your verification



The Courses.....



RTP Academy Course 1: Section 1, Module 1: Personal Responsibility and Deve...

Add tag

...



RTP Academy Course 2: Section 1, Module 2: Equality and Diversity

Add tag

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RTP Academy Course 3: Section 1, Module 3 Communication

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A course in detail:

RTP Academy Course 1: Section 1, Module 1: *Personal Responsibility and Development*

NHS Kent and Medway Pathology Network

RTP Academy Course 1: Section 1, Module 1: Personal Responsibility and Development

-  **Introduction to module**
> DETAILS
-  **1. Managing Workload**
> DETAILS
-  **2. The relationship of pathology to service users**
> DETAILS
-  **3. Health and Care Professions Council (HCPC)**

IBMS Learning Outcomes and HCPC Standards of Proficiency

← RTP Academy Course 1:
Section 1, Module 1:
Personal Responsibility and
Development

Introduction to module ▾

1. Managing Workload ▲

- 1a. Managing Workload
- 1b. Efficiency in the laboratory environment
- Suggestion for Portfolio Evidence
- 1c. Turn Around Times (TAT's) and Urgent requests
- Suggestion for Portfolio Evidence


Results

≡ **1a. Managing Workload**

Learning objectives

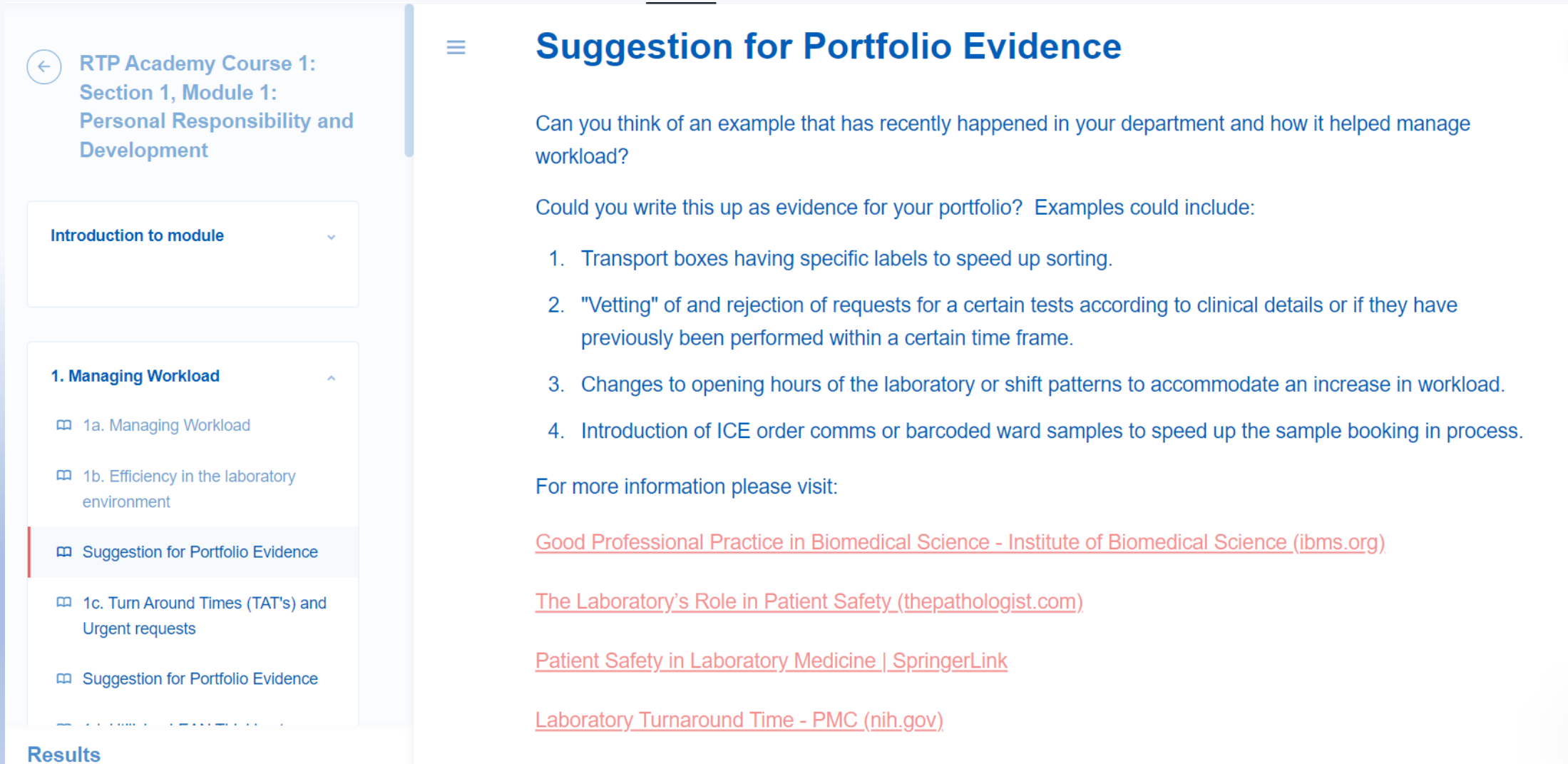
- i) Describe how you apply the principles of self-management and time-keeping in relation to service delivery and prioritisation of workload. HCPC SoP 1.2
- ii) Work within departmental sample turnaround times, correctly identify urgent samples as specified in departmental protocol and prioritise performance of analysis to meet urgency of request. HCPC SoP 1.2

Recognise the need to manage their own workload and resources effectively and be able to practice accordingly (HCPC SoP 1.2)



Suggestions for evidence and links to websites

There are many suggestions for additional evidence included throughout the course



The image shows a screenshot of a course interface. On the left is a navigation sidebar with a back arrow and the text 'RTP Academy Course 1: Section 1, Module 1: Personal Responsibility and Development'. Below this is a dropdown menu for 'Introduction to module'. The main content area on the right has a hamburger menu icon and the title 'Suggestion for Portfolio Evidence'. The text on the right asks for an example of workload management and provides a list of four suggestions. Below the list are four hyperlinks for further information.

← RTP Academy Course 1:
Section 1, Module 1:
Personal Responsibility and
Development

Introduction to module ▾

1. Managing Workload ▲

- 1a. Managing Workload
- 1b. Efficiency in the laboratory environment
- Suggestion for Portfolio Evidence
- 1c. Turn Around Times (TAT's) and Urgent requests
- Suggestion for Portfolio Evidence

Suggestion for Portfolio Evidence

Can you think of an example that has recently happened in your department and how it helped manage workload?

Could you write this up as evidence for your portfolio? Examples could include:

1. Transport boxes having specific labels to speed up sorting.
2. "Vetting" of and rejection of requests for a certain tests according to clinical details or if they have previously been performed within a certain time frame.
3. Changes to opening hours of the laboratory or shift patterns to accommodate an increase in workload.
4. Introduction of ICE order comms or barcoded ward samples to speed up the sample booking in process.

For more information please visit:

- [Good Professional Practice in Biomedical Science - Institute of Biomedical Science \(ibms.org\)](http://ibms.org)
- [The Laboratory's Role in Patient Safety \(thepathologist.com\)](http://thepathologist.com)
- [Patient Safety in Laboratory Medicine | SpringerLink](http://SpringerLink)
- [Laboratory Turnaround Time - PMC \(nih.gov\)](http://nih.gov)

Results

Assessments: Multiple choice questions or True/ False statements


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6. The purpose of the Health and Care Professions Council (HCPC) is to: (select all that apply)

- Protect the public by regulating 15 Health and Care Professions in the UK
- Maintain the Register of Health and Care Professionals in the UK
- Set the standards for the Health and Care Professionals on the Register
- They do not have the power to remove a Health and Care Professional from the Register as this would be a legal matter
- Investigate and act when Health and Care Professionals do not meet the standards
- Provide the training that Health and Care Professionals must meet to Register with the HCPC
- Approve the training that Health and Care Professionals must meet to Register with the HCPC

Submit

Feedback from assessments to aid learning

 **That's incorrect!**

The HCPC *do* have the power to remove Health and Care Professional from the register if their conduct or behaviour falls below the standards.

The are not a training institution, rather they regulate the training that Health and Care professionals must complete in order to gain professional registration.

Try again

Next

- Completing each course and passing the assessment can constitute one piece of evidence (10 in total)
- Therefore completing the Academy courses and assessments will enable completion of 1/3 of the portfolio
- There are also additional suggestions for evidence throughout the courses

Registration Portfolio Hints and Tips

- Utilise resources available to you such as:
 - the RTP Academy,
 - mandatory training,
 - laboratory competencies,
 - CPD opportunities etc.



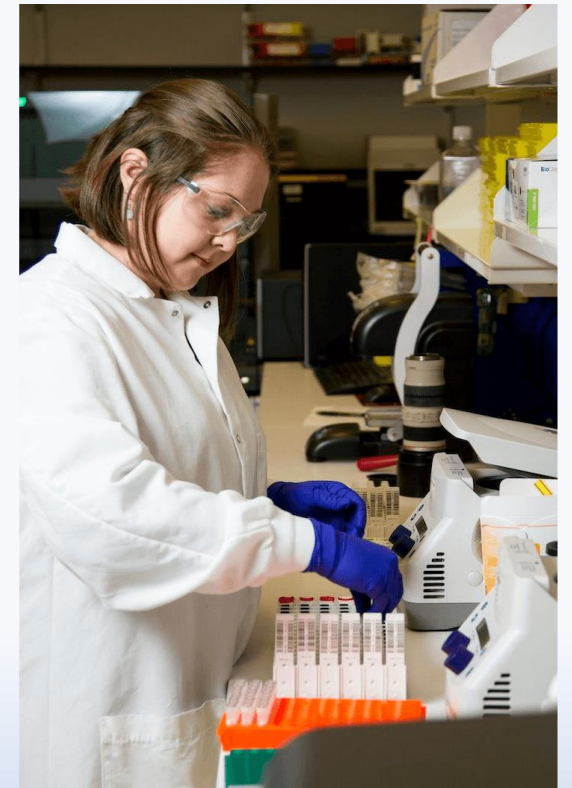
- Read around the subjects and make notes for future reference.
- Ask your training officer about the RTP tutorials that are also provided within the Network.

- If you do not yet have your portfolio use the reference copy available at [IBMS Registration Training Portfolio Version 4.3 Reference Copy - Institute of Biomedical Science](#)

- More information about the standard of evidence can be found at: [Evidence - The good the bad and the ugly - Institute of Biomedical Science \(ibms.org\)](#)

- Offer to take on other duties/ become involved in additional laboratory activities such as Quality and Health and Safety e.g. offer to perform an audits or risk assessments (any offer of help is always appreciated!)

- Offer to shadow a registered BMS to get experience of what the job involves.



Over to you...

- Questions, open forum...



SE HCS Network - FutureNHS

- Have you visited the SE HCS Network page?

[South East Healthcare Science Network](https://future.nhs.uk/KentMedwayHealthScience)

The screenshot shows the FutureNHS interface for the South East Healthcare Science Network. The page features a blue header with navigation options like 'My Dashboard' and 'My Workspaces'. A search bar and user profile for 'Manpreet Bhogal' are visible. The main content area includes a 'Wellbeing Support for NHS Staff' button, a '2023 South East Healthcare Science Conference Video' player, and a list of links such as 'Our Volunteers in Action : on Instagram', 'Helping our students' journey in being employment ready', 'Leadership Opportunities 2023', 'Recovery Training Grants for Healthcare Scientists', and 'Year 12/13 students: choosing the right degree for your career'. A 'Discussion Forum' button is also present at the bottom.

Feedback - Mentimeter

- <https://www.menti.com/alcyjtb5pxpj>

Go to
www.menti.com

Enter the code

6944 8334



Or use QR code